



Special Education Supervisor

About the Education Achievement Authority: The Education Achievement Authority is committed to being a system of high-performing schools and not a school system. We believe that ALL of our students can and will achieve. We are always looking at ways to improve while enhancing the great work that our teachers, leaders and support staff do on a daily basis. Join our team!

JOB TITLE: Special Education Supervisor

REPORTS TO: Executive Director of Special Education

Summary of Position:

The Education Achievement Authority is looking for an experienced leader to serve as a Special Education Supervisor to support the programs and services for students with disabilities. This position will work closely with the Executive Director to support the implementation of effective supports for students in the EAA. Our goal is for ALL students to achieve with the necessary conditions in place to achieve success. We believe that all students with an IEP should be in their least restrictive environment.

Minimum Qualifications:

- Master's Degree in special education or related field required
- A combination of Five (5) years minimum experience in special education administration and classroom.
- Comprehensive knowledge of special education laws, rules and practices
- Superior communication skills in speaking and writing
- Manifest the ability and desire to work positively and proactively on behalf of students, reaches, administrators and parents
- Collaborative leadership skills
- Experience in an urban school district is preferred.

**Responsibilities and Essential Functions:**

The Special Education Supervisor's responsibilities will include, but not be limited to the following:

- Develop effective systems to support Child Study processes in each building
- Collaborate with general education to develop and implement RtI strategies
- Supervise the ancillary staff assigned to support students and coordinates all related activities
- Address student and system level conflicts
- Supporting the activities related to federal and state compliance
- Supports the department with the development of appropriate professional development for both teachers and administrators
- Collaborative with the lead teachers regarding the implementation of special education services and programs at each school
- Collaborates with the ISD to ensure that students have access to ACT 18 programs as needed.
- Coordinates all services and supports delivered to students from Detroit Public Schools
- Recommends the continued improvement and development of special education programs/services and facilities, based upon EAA priorities, evidence gathered by research, program evaluation, and revision in entitlement legislation.
- Collaborates with the leadership team and various departments regarding the implementation of special education programming; provides guidance/direction at special schools or specialty programs.
- Supervises and evaluates the performance of the special education consultant staff.



- Analyzes the needs of schools to determine the advisability of modification of instructional program or procedures, administrative organization and personnel assignment as it relates to students with disabilities.
- Assists the Executive Director with the evaluation of the program continuum, services, policies, procedures and due process issues.
- Perform other duties as required

Skills and Abilities Required:

The following characteristics and skills are important for the successful performance of assigned duties:

Empathy and commitment to cause:

- Deep understanding of the urban school system environment and commitment to improving student achievement.
- Passionately believes that all students can achieve at high levels.
- Demonstrates cultural competence and a deep understanding of and empathy for issues facing urban families.

Communication, interpersonal and team skills:

- Builds and maintains strong relationships.
- Works successfully alone or on a team.
- Coaches, coordinates, and leads teams.
- Strong verbal and written communication skills.
- Actively listens to others and able to effectively interpret others' motivations and perceptions.
- Builds consensus and resolves conflicts; exhibits willingness to have difficult conversations.
- Skillfully navigates existing political structures/systems.

Problem solving and systems thinking:

- Understands how various systems / departments interact to achieve the long term goal.
- Makes decisions using data and technology.
- Takes initiative to solve problems and create stakeholder buy-in.
- Identifies and prioritizes mission critical issues with alignment of people, time and resources.



- Offer innovative solutions to seemingly intractable problems.
- Exhibits strong focus on goals and results. Sets clear metrics for success.
- Thrives in achievement-oriented and fast-paced environment.
- Removes barriers or obstacles that make it difficult for principals to achieve their goals and ensures that school leaders have the resources they need to succeed.
- Demonstrates excellent execution and project management skills, including attention to detail, organizational skills, ability to balance the big picture with detailed steps to reach the end goal, and ability to balance multiple projects under tight deadlines.

Leadership skills:

- Motivates, inspires, and moves other adults to action to achieve ambitious goals.
- Skilled at re-envisioning, building, and managing a team, especially in a time of growth and change; excellent at identifying talent and taking advantage of each person's skills and contribution to team effort.
- Builds and maintains positive relationships with individuals and groups.
- Moves groups to consensus and resolves conflicts. Exhibits willingness to have difficult conversations.
- Builds coalitions and works collaboratively with diverse stakeholders at all levels, including but not limited to district personnel, students, families, communities, and/or advocacy groups.
- Establishes clear expectations, deliverables and deadlines.
- Sets clear agendas and facilitates effective meetings.
- Ability to train, supervise, and evaluate staff from different cultural backgrounds and skill sets.

Filing Deadline: Posted until filled

Salary: Commensurate with experience

Length of work year: Twelve (12) Months

Effective Date: Immediately

Method of Application: All interested candidates should submit a current resume via e-mail to:
eaajobs@eaafmichigan.org



The Education Achievement Authority does not discriminate against, deny benefits to or exclude participation by any person in its programs, activities or employment on the basis of age, race, sex, color, national origin, creed, religion or handicap.